

Must-haves in your next L&D professional

Most organizations can benefit from a strong Learning and Development (L&D) team, which usually consists of Instructional Designers, Training Project Managers, Learning Management System Specialists and more. To help find the right L&D professionals for your team, here are seven things that should be on your radar during the hiring process.



Skilled in L&D tools and methodologies. Do they know key tools like Adobe Captivate, Camtasia Studio, Articulate Storyline, Lectora and/or the ADDIE model? They should also be able to explain how they used these tools and methodologies. In this increasing virtual world, it's also important to look for someone that has experience delivering and/or developing training online.



A clearly explained design process. The candidate should have experience creating instructor-led or e-learning material, but more important is how they created these materials. Make sure they also discuss how they contributed to the overall outcome of projects and the impact to the business.



A portfolio of their work. Serious candidates will give you access to a clean, organized portfolio of work samples. This will give you insight into the different types of trainings they've created, their skill level, what types of content they've been exposed to and what tools they're comfortable using.



Something special. What makes one L&D pro stand out compared to others? The world of L&D is large. Look for a dedicated section of their resume or portfolio that showcases what makes them different and if they can bring something new to the table.



Exposure to new and different L&D technologies. For example, do they have working knowledge of different authoring tools, Learning Management Systems or e-learning technologies? This enables a candidate to jump into a new position and avoid getting stuck battling a huge learning curve.



Knowledge of current market trends. The pandemic has put a huge focus on transferring instructor-led material into e-learning modules. If you need this skill in your next hire, find out if they have experience in this area and what value they can bring to your team!



A continued desire to learn. For any role, you want a candidate that has a never-ending ability and need to learn. But with an L&D professional, it's nonnegotiable. They must always be willing to take additional courses to stay current on new tools so their skills will continue to be relevant and valuable.